



U.S. ARMY GARRISON, FRANCONIA



"TEAM OF TEAMS"

COMMANDER'S POLICY

POLICY NUMBER: 3

DATE: 1 October 2005

SUBJECT: Equal Employment Opportunity and Affirmative Employment

1. REFERENCES:

a. AR 600-12, Equal Employment Opportunity and Affirmative Action, dtd 4 Mar 88.

b. EEOC Management Directive-715, dtd 1 Oct 03.

2. **PURPOSE:** This policy announces the Commander's policy on Equal Employment Opportunity and Affirmative Employment.

3. **SCOPE:** This policy applies to all USAG, Franconia personnel.

4. POLICY:

a. The employees of USAG, Franconia have a right to expect a work environment where they will be treated with dignity while performing their mission. Each individual has a right to seek advancement or promotion unhindered by discriminatory practices. Leaders at all levels are obligated to maintain a work area free of harassment and discrimination.

b. As leaders, we must continue to support the principles of equality to ensure fair treatment for all employees regardless of their race, color, national origin, religion, sex, age, disability (mental/physical) or any other nonmerit factor.

c. Equal Employment Opportunity and Affirmative Employment must be part of the fabric of all personnel decisions within USAG, Franconia. Federal agencies are required by law to implement a program to eliminate illegal discrimination where it exists in the workplace. Affirmative action does not mean that special treatment will be given to any group or that established qualification standards will be relaxed in an effort to overcome past employment practices that have operated to restrict employment opportunities.

d. I ask you to join me in my ongoing commitment to the Army standard of Equal Employment Opportunity and Affirmative Employment for all employees.

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SUBJECT: Equal Employment Opportunity and Affirmative Employment

We will continue to show the Army that USAG, Franconia is a leader in providing a work setting where employees of varying backgrounds can reach their potential and highest goals without discrimination.

5. **PROPONENT:** The proponent for this policy memo is the USAG, Franconia EEO Office, 351-4603/4604.

6. This policy memo supersedes 98th ASG Policy Memo 3, dtd 21 July 2004.

"Team of Teams!"

A handwritten signature in black ink, reading "Russel D. Santala". The signature is written in a cursive, flowing style.

RUSSEL D. SANTALA
Colonel, AD
Commanding